

## POLICY STATEMENT ON SEXUAL HARASSMENT

It is the policy of Station KFUD-FM that all of our employees should be able to enjoy a work atmosphere free from all forms of discrimination, including sexual harassment.

Sexual harassment infringes on an employee's right to comfortable work environment, and is a form of misconduct which undermines the integrity of the employment relationship. No employee - male or female - should be subjected to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical.

Sexual harassment does not mean occasional compliments of a socially acceptable nature. Sexual harassment refers to conduct which is offensive to the individual which harms morale, and which interferes with the effectiveness of our business.

Such conduct is prohibited. This includes repeated offensive sexual flirtations, advances, or propositions; continued or repeated verbal abuse of a sexual nature; explicit or degrading verbal comments about another individual or his or her appearance; the display of sexually suggestive pictures or objects; or any offensive or abusive physical conduct. It also includes the taking of or refusal to take any personnel action on the basis of an employee's submission to or refusal of sexual overtures. No employee should so much as imply that an individual's "cooperation" will have any effect on the individual's employment, assignment, compensation, advancement, career development, or any other condition of employment.

The station will take immediate disciplinary action against any employee engaging in sexual harassment. Such action may include, depending on the circumstances, suspension, demotion or discharge.

Any questions regarding this policy should be addressed to the General Manager. Any employee who believes that he or she has been the victim of sexual harassment, or who has any knowledge of that kind of behavior, is urged to report such conduct immediately to the General Manager, KFUD-FM.

AFFIDAVIT OF DENNIS STORTZ

000053

1. My name is Dennis Stortz. I am Operations Manager of KFUD AM & FM. I have held this position since 1975.
2. In my capacity of Operations Manager I have reviewed the foregoing "Opposition to Petition to Deny and Response to Inquiry". All of the facts stated therein are true and correct to the best of my knowledge and belief.

Dennis Stortz  
Dennis Stortz

Dated: February 22, 1990

Gloria J. Schierman

GLORIA J. SCHIERMAN  
CLERK OF THE  
JUDICIAL PUBLIC STATE OF MISSOURI  
ST. LOUIS COUNTY  
MY COMMISSION EXP. AUG. 17, 1991

CERTIFICATE OF SERVICE

000054

I, Venita Mickles, secretary at the law firm of Arnold & Porter, hereby certify that I have this 23rd day of February caused to be served, via first-class mail, a copy of the foregoing Opposition to Petition to Deny and Response to Inquiry to the following:

Herbert H. Henderson, Esquire  
Interim General Counsel  
NAACP  
4805 Mt. Hope Drive  
Baltimore, Maryland 21215

David Honig, Esquire  
1800 N.W. 187th Street  
Miami, Florida 33056

  
\_\_\_\_\_  
Venita Mickles



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MKT

9/17/92

Marcia,

While all of this information about classical music knowledge and "Lutheran" requirements is true and applicable, I don't want to make it sound like an excuse. It is what we do as radio stations, and there is no bent toward discrimination.

KFUO AM is a religiously formatted station. It's slogan is the "Radio Ministry of the Lutheran Church-Missouri Synod." It's programming consists of Biblical centered talk, study, and music. The program director is an ordained Lutheran Minister, one of the announcers is also an ordained minister. Many of the talk and Bible-show guests are Lutheran ministers.

With the mission statement being "a radio ministry," both preaching and teaching a Lutheran doctrine, knowledge and or advanced ministerial degrees are necessary. In addition, it is even desirable in some of the programming and secretarial positions to be familiar and knowledgeable of Lutheran clergy rosters and worship formats.



# Classified Advertising

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See last page of Classified Section for rates,  
closing dates, box numbers and other details

## RADIO

### HELP WANTED MANAGEMENT

**Local sales manager** wanted for major market station \$100K possible. I need a pro! Send resume and detailed track record to Box J-138. EOE.

**GM-Chicago market.** Inspirational/talk. If you know who Dobson, Swindoll and Sandi Patti are... can train and direct local sales force. Call Dick Marsh 818-577-1224 or write: 3844 E. Foothills Blvd. Pasadena, CA 91107 EOE.

**Manager needed** for AM/FM west Texas market. Must be strong in sales with good people skills. EOE. Box J-157.

**General manager.** Rapidly growing Henry Broadcasting has an immediate opening for general manager at KFXM and KDUO in Riverside/San Bernardino, CA. Strong sales background and people skills a must. Please forward resume and references to P.O. Box 24110, San Francisco, CA 94124 Henry Broadcasting is an EOE.

**General manager.** Southwest small market \$18,000 year. Sales managers and good sales persons considered. Send resume and references: Box J-170.

**General manager:** for number one AM/FM combo in Missoula, Montana. Aggressive six station group with rapid expansion plans. Beautiful area, excellent comp package. Resumes to: Larry Roberts, President, Sanbrook Radio Corp., c/o KCSJ Radio First and Main St., Pueblo, CO 81003 EOE.

**General sales manager:** for top rated metro FM in Northwest. Must be capable of budgeting, building professional sales team, and maximizing revenue to rating share. Excellent compensation and future advancement. Send detailed resume and history of earnings to: Broadcast Media, 316 California Avenue, Suite 700, Reno, NV 89509. No calls please.

**Immediate opening:** for general manager and sales manager at metro combo in the West. Excellent compensation package for hard hitting, experienced, professionals. Send detailed resume in confidence to Box J-164.

**General manager:** Are you a sales manager or assistant manager looking for more challenge? Southern small market C/FM needs aggressive leader to handle upgrade to a larger market. Must be a proven sales trainer, have motivational skills, and the ability to program for results. Compensation and benefits are good and get better with results. Send resume with salary requirements and references to Box J-162.

**General manager.** KFUD-AM (daylight religious) and KFUD-FM (full power commercial classical) in St. Louis, MO. Stations are owned and operated by the Lutheran Church-Missouri Synod. Send resume to: Mr. William Barge, Lutheran Church-Missouri Synod, 1333 S. Kirkwood Road, St. Louis, MO 63122.

**General manager.** Young growing chain needs aggressive sales-oriented GM or GSM ready to move up for the top-rated station in Michigan's upper peninsula. We have a great staff and need a leader with good people and motivational skills. Salary, attractive performance incentives plus possible future group and equity opportunities. Call Tim Martz, President: 906-635-0995 EOE M/F.

**Need an general sales manager** that can take charge and make things happen with our Southeast medium market AM/FM market leaders. You will enjoy accepting challenges, be able to motivate, set priorities, and continue to train an already successful sales force. You must have been in radio sales a minimum of five years and will preferably now be a sales manager. You will be expected to launch an all-out local sales effort that produces results in terms of development of new accounts, maintenance of existing accounts, and consistent upgrading of rate structures. New business development and co-op sales training are very important aspects you will need to implement. Excellent compensation package with good growth potential. Box J-153.

### HELP WANTED SALES

**Caravelle Broadcast Group** of Charleston, SC is hiring aggressive qualified, experienced sales personnel. Live in Charleston, one of America's great cities, and join one of the fastest growing chains in the Southeast. Send resume to Bob Snowdon, WKNW/WDXZ, Box 1364, Mt. Pleasant, SC or call 803-881-1400 EOE.

**General sales manager:** Small market #1 station in New Jersey resort-area, looking for aggressive and experienced team-oriented individual to manage sales effort. Send resume and income requirements to: Box J-100.

**WMLW/WTNN** are seeking a successful small market salesperson or SM who wants growth and greater responsibility. Contact John or Timm: 414-261-1580.

**WLLH Lowell/Lawrence, Mass.** Immediate opening for salesperson ready to make money right away. Established list. Growth market. Near Boston. Write Nancy Shepard, Box 1818, Lowell, MA 01853 or call 617-458-8486. EOE.

**KNIX/Phoenix,** one of the nation's leading country stations, has an immediate opening for a highly-skilled AE. Earn top dollar first year. If you're currently a top biller with 2+ years in medium market broadcast sales, we'd like to hear from you. Only the hungry need apply. No beginners. Sell us! Write KNIX Radio, Bob Bernstein, LSM, P.O. Box 3174, Tempe, AZ 85281.

**WRNS coastal N.C.'s** top rated FM has a position available in sales. Applicants must have at least two years sales experience. You can send a resume to: Webster J. James, General Manager, WRNS, P.O. Box 609, Kinston, NC 28501. WRNS is an EOE.

**Experienced, aggressive sales manager.** New full-time AM stereo. Competitive FM-heavy sunbelt market. References, salary strict confidence. Box J-148.

**Sales manager** wanted by WKPE, Cape Cod, MA. Top station in solid market, great potential for right person. Must be able to hire, train, motivate and lead sales staff of six. We need your resume, past earnings, references, and sales philosophy first letter to: General Manager, WKPE AM/FM, Radio Center, Orleans, MA 02653.

**Sales manager:** acquiring east Texas EZ FM. Seeking experienced sales manager. Great people, super facilities & fantastic market. Curtis Broadcasting, Box 792, Longview, TX 75606. EOE.

**Are you ready to move up** to a larger market? Do you enjoy meeting a challenge? WPEG, The #2 station in Charlotte is looking for you! We want an experienced salesperson to represent our urban formatted station. Send your resume to Nancy Cooper, WPEG, P.O. Box 128, Concord, NC 28025. EOE.

**Sales.** The #1 AM/FM combo on the central coast of California is looking for retail sales people with a minimum of 2 years experience. For a challenge opportunity with future growth potential, call Jim Barker at 805-489-1280.

**Young aggressive salespeople wanted!** New owner new general manager looking for future sales management personnel. AM/FM combo. Only FM in country. Come on out to Nebraska "the good life." Send information to general manager, KICS/KEZH, Box 1005 Hastings, NE 68901.

**Newcity Communications,** formerly Katz Broadcasting, is looking for an account executive who makes things happen. Is the customer number one with you? Are you able to set priorities and develop strategies for your activities? If so, radio station K95 FM can offer you an exciting opportunity. We are a rapidly growing Tulsa, Oklahoma radio station. Offering the newest and most comprehensive sales training and technology. We offer unlimited income potential, an innovative environment, focused on excellence, incentives and recognition based upon your individual success and sense of purpose. If you feel you have the talent, act now! Call Laura Burkland at 800-228-2271. Newcity Communications is an equal opportunity employer.

**Account executive** for top station in central Wisconsin. Need as experienced salesperson. Send resume and convincing letter: Mike O'Brien, WYCO-FM: 778, Wausau, WI 54401.

### HELP WANTED ANNOUNCERS

**Fine Arts Radio WFMT, Chicago,** seeks experienced classical music announcers for the new Beethoven Elite Network. Candidates must have experience: classical radio announcing, accurate pronunciation foreign languages, and solid production skills. Salary range is open. Send resume with three references, a non-returnable cassette voice demo to: Torey M. Iria, Beethoven Satellite Network, WFMT, Three Illinois Center, 303 East Wacker Drive, Chicago IL 60601. Applications accepted immediately. No phone calls please. AA/EOE.

**North Central Illinois established AM/FM.** So weekends and nights. Experience helpful. Excellent fringe benefits. Good starting salary. Send tape a resume to J. McCullough, WLPO/MAJK, PO Box 2 La Salle, IL 61301.

**We're number 1** in the market and need a number one morning man to help us stay there. Funny, topical, a to work with our female co-talent, and able to relate to an adult CHR audience. We're hot and we're willing to pay for our morning show to be nothing less than great. C & R to "Mornings" P.O. Box 9530, South Burlington, VT 05401 EOE.

**Wanted announcer.** Mature voice, 175 to 200 w. Extra for PBP, but not necessary. Call 9 a.m. to 3 p.m. Only: 314-586-8577.

**Easy-listening announcers.** WRCH is now accepting tapes for future openings. All shifts. T & R to Program Director, WRCH, Radio Park, Farmington, CT 06030 EOE M/F.

### HELP WANTED TECHNICAL

**Major NYC radio broadcasting company** seeks maintenance engineer. 3 years minimum broadcast experience, with all phases of studio, AM, FM transmission: studio, transmitter plant wiring and construction. Good salary and benefits. EOE.. Send resume with salary requirements to Box J-114.

**Chief engineer:** WJEO, Macomb, IL. Must have at least 4 years experience with maintenance of AM and RF equipment. Knowledge of digital electronics and equipment a plus. Salary range of \$15-22, yearly depending on qualifications. Send resume, references and salary history in first response to: Manager WJEO, 1506 E. Jackson, Macomb, IL 61455.

**Radio network engineer:** Washington, D.C. Must be knowledgeable in AM and open reel maintenance. EOE. reply to Engineer Position, UPI Radio Network, 1400 Eye St. N.W., Washington, D.C. 20005.

**Chief engineer:** must have experience in AM directional - automation and high powered FM. Co. Southern market. A great place to live. EOE. Box J-1.

**Chief engineer.** KFXM/KDUO has an immediate opening for a chief engineer in San Bernardino/Riverside, CA. Good directional antenna experience and high powered FM experience a must. State of the art digital electronics experience required. Send resume and references to: Henry Broadcasting, PO Box 24110, San Francisco, CA 94124. Henry Broadcasting is an EOE.

**Assistant chief engineer** needed for 50kw combi top 50 market. Prior experience necessary, but will train right person. FCC license a plus. Must be enthusiastic, self motivated, and willing to get dirty. Reply to Box 171.

**Knight Quality Stations** is looking for broadcast engineers for its New England operations. An exciting opportunity in a growing company. Please send resume to: Knight Quality Stations, PO Box 610, Manchester, NH 03105. Attention: Warren Small. EOE.



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November 13, 1986

Broadcasting  
Classified Department  
1735 DeSales Street NW  
Washington, DC 20036

Dear Sir:

I would like to place the following ad in the Classified Advertising section under: HELP WANTED SALES.

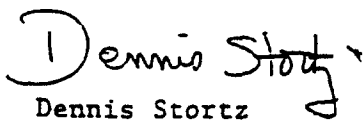
"General Sales Manager for only full power commercial classical music station in St. Louis. Hire and direct sales staff.

Assist in program development, research, and promotions. Highly motivated with strong people skills. Experienced required.

Send resume to General Manager, KFUO FM, 85 Founders Lane, St. Louis, MO 63105. An EOE, M/F. "

Please run this in the next possible edition. A check for \$51.00 is enclosed.

Thank you,

  
Dennis Stortz  
General Manager



# Classified Advertising

See last page of Classified Section for rates  
closing dates, box numbers and other details

## RADIO

### HELP WANTED MANAGEMENT

**General manager, KFUD-AM** (daytime Religious) and KFUD-FM (full power commercial classical) in St. Louis, MO. Stations are owned and operated by the Lutheran Church-Missouri Synod. Send resume to: Mr. William Barge, Lutheran Church Missouri Synod, 1333 South Kirkwood Road, St. Louis, MO 63122.

**Sales oriented general manager:** Upper New York state. Turnaround situation. Experienced. Excellent opportunity. Partnership possibility. Send resume Box P-4.

**President, National Federation of Community Broadcasters.** Washington, DC. Serves as the chief executive officer, providing leadership and direction. Must be familiar with public radio policy issues. Experience in long range planning, in managing a budget in excess of \$250,000, and supervising a professional level staff. Demonstrated experience in raising funds. Ability to address and promote the concerns of minorities and women in all aspects of organizational activities. Send letter and resume to President Job Search, NFCB, 1314 14th Street, NW Washington, DC 20005. Application deadline February 1. AAEEOE.

**WNYQ (FM)** seeks N.Y. capital district pros for GM, SM. The person we bring in as partner will be a proven leader with integrity, a solid reputation in the market, the spirit of an entrepreneur, and the ability to work a start-up plan. An exciting opportunity. Confidentiality assured. Write: Dennis Jackson, Box 1490, Greenwich, CT 06836-1490. EEO, M/F.

**General manager.** Initiate Public Radio Station. Experience in fundraising, grantsmanship, working with CPB, NPR, FCC. Salary commensurate with qualifications. Application deadline: February 15 or until filled. Send resume, three confidential recommendations, official transcripts: William R. Rabin, Department of Communication Arts, Northeast Louisiana University, Monroe, LA 71209-0320 EOE/AA

### HELP WANTED SALES

**Local sales manager:** AM/FM combo, top-rated, in northeast New York region. Top 50 market, AC/ AOR format. Previous management experience necessary. Aggressive, creative, with proven successful track record. Excellent training and hiring skills needed. Position open mid-first quarter, 1987. Send resume and salary history to: Box M-103. EOE.

**Sales manager:** Network of three overseas religious format stations is looking for a professional commercial sales manager to promote spot sales. Send resume to: Atlantic Beacon, 897 Hinckley Rd., Burlingame, CA 94010.

**Sales star wanted.** You'll report directly to the owner. Excellent compensation program as benefits a star salesperson. You must be superb at radio sales. Good list. Career opportunity Midwest AM/FM. EOE. Resume to Box M-113.

**California:** Highly successful AM/FM combo, medium market, has sales openings for seasoned professional. Established active list, guaranteed salary, plus commissions, car allowance, bonuses and other company benefits. Send picture and resume to KGEO/KGFM, Box 260, Bakersfield, CA 93302 EOE

**Account executive** for contemporary in Indianapolis. Minimum two years experience in agency/direct selling. Resume and cover letter to: Chuck Cunningham WEAG/EAGLE 93, 9292 N. Meridian, Indianapolis, IN 46260. EOE.

**Wanted:** Sales pro desiring to grow with newer regional country/farm FM moving up! Philosophy and resume now to: Michael O'Connor, GSM, KZ-100, Box 100, Central City, NE 68826 EOE/MF

**Account executive:** Markets only all-live country station seeks highly motivated person to service existing accounts and develop new ones. Are you success oriented? Want to make more money? Tell us why. Grow in one of the country's finest areas. Salary, commission, profit sharing. Sell us first letter Box P-7

**Sales manager.** WORO 102 FM southeastern Connecticut is still looking for the right person. Lost two finalists to other employment opportunities. Current manager to assume new responsibilities after pregnancy leave, starting March 1st. Need new manager to oversee strong local sales department and service established account list. Radio experience required, management background preferred. Great opportunity at successful "classical hits" station in healthy marketplace. Future growth potential. Send letter and resume to Karen A. Quinn, VP/Sales, WORO, P.O. Box 97, Mystic, CT 06355. EOE.

**Account executive - Jersey Shore's leading radio station** seeks experienced account executive for radio sales position. Self-starter with desire to develop new and existing accounts. We offer generous salary, commission, and benefits package. Send resume to Paula Rowland, Asbury Park Press, 3601 Highway #66, Neptune, NJ 07754.

**California.....KFIF AM/FM** is currently seeking a professional, highly motivated salesperson with experience in direct and agency sales. Draw against commission plus outstanding benefits. Contact Wayne Scholle, Box 4265, Fresno, CA 93744 209-268-8801 EOE M/F.

**Top New Jersey FM** seeking enthusiastic, goal oriented salespeople. Send resume: Sales Manager, P.O. Box 580, Long Branch, NJ 07740.

**Regional sales managers.** Growing marketing organization seeking experienced radio broadcast equipment sales person with ability to sell and manage regional rep. network. Salary, commission & expenses. Send resume to: CSI - Marketing, P.O. Box 6135, Lakeland, FL 33807-6135.

**Results oriented general sales manager** wanted for medium market. Minimum 5 years sales, 2 years management required. Resume and references to Rainbow Broadcasting 8767 E. Girard, Denver, CO 80231. EEOC.

**Calif. group owned CHR** assembling the best sales team in California. If you're aggressive and motivated with the desire to be one of the best paid salespersons living in one of California's finest cities, please submit resume, documented salary history and your availability for an interview to: Managing General Partner, Commonwealth Broadcasting, 2550 Fifth Ave., 11th Floor, San Diego, CA 92103. EOE/MF.

**Account executive.** Southwestern Oklahoma AM/FM combo. Good returns for aggressive salesperson. Experience desired. Call Carolyn Riffel 405-247-6682.

**Account executive:** Experienced, dynamic, aggressive radio advertising person for number one FM/AM station in prestigious southern California resort market. EOE. Send resume to Mel Hill, KDES/KKAM, P.O. Box 2000, Palm Springs, CA 92263

**Sales manager:** Medium market Spanish language station in southern California is looking for highly motivated, energetic sales manager with proven track record. Minimum two years of broadcast experience required. Excellent compensation and benefit package available for right individual. Call B.J. Young 805-488-0901

### HELP WANTED ANNOUNCERS

**Telephone talk.** Major market station wants personality with provocative, humorous, imaginative telephone finesse. Send resume. EOE. Box M-99

**Morning personality.** Our CMA personality of the year is off to bigger and better things. Can you replace him? Mature, team oriented air personality wanted to join an established news, sports, weather and traffic morning group. Modern country music melds it all together into a show the community has rated #1. We need a community oriented personality who can keep it #1. To start being our host: Tapes and resume to: Ron Bailey or Buster Pollard, P.O. Box 547, Huntsville, AL 35804. Phone: 205-534-3521

**Announcer:** Morning host/operator, principally classical music. Requires: excellent communication skills, attractive on-air style; ability to weave diverse materials together; proficiency with studio equipment; minimum two years' experience programming and announcing classical music; appreciation for other musical forms and public broadcasting. Familiarity with field recording desirable. BA preferred. Salary and benefits competitive. Twin Cities market AM/FM. Resume and non-returnable audition tape to: Personnel Director, St. Olaf College, Northfield, MN 55057. EOE.

### HELP WANTED TECHNICAL

**Chief engineer:** Number 2 man for progressive radio broadcast facility wanted for Phoenix market. Must have knowledge of directional antenna, high power FM, and general electronics and troubleshooting. Will be on call. If interested, contact Robert Reymont, 602-964-4000, days. An EOE employer, a service of Nationwide Communications Inc.

**Solid engineer** over 25 years all phases of radio. Reply Box 2712, Decatur, IL 62526.

**Northeast group operator** looking for hands on chief engineer. Must have knowledge of AM directionals, studio construction and maintenance. Must be willing to work. Resume to: Director Engineering, PO Box 482, Newburgh, NY 12550.

### HELP WANTED NEWS

**News director:** to establish and oversee the news department in a new public radio station. Masters degree, or Bachelors and two years experience required. Successful candidate will have studio and remote production skills, and professional on-air voice and delivery. Salary: negotiable to \$20,000 with attractive university benefits. Letter, resume, and cassette audition with newscast and two produced features demonstrating production skills to Ed Subkus, WSFP-FM, University of South Florida, Fort Myers, FL 33907. 813-489-9580. Deadline: January 30, 1987.

**Afternoon newscast person** needed for AM/FM on NH/VT border. Prefer New England/NY resident or someone familiar with region. T&R to: John Palmer, WNHV/WKXE, Box 910, White River Junction, VT 05001.

**News producer/announcer.** Duties include: producing and anchoring local segments of early morning news magazine program. Co-anchoring and hosting daily, issue oriented phone-in program. News and feature assignments. Requires B.A. in telecommunication, journalism or related field or equivalent experience: 3 years progressively responsible experience in broadcasting news writing, editing, announcing, reporting, interviewing, audio production. Salary \$21,252 minimum with university benefits. Application deadline January 15, 1987. Send resume, cassette audition tape (5 minute newscast and other production examples) and writing samples to Curt Gilleo, News Director, WKAR Radio, 283 Communication Arts Bldg., Michigan State University, East Lansing, MI 48824. MSU is an AAEEOE employer.

### HELP WANTED PROGRAMING PRODUCTION & OTHERS

**Two announcer/producer positions:** News (#172) and music (#173) for public station KRWG Radio. News host Morning Edition (M-F, 5-9 am) and reports. Music host classical program and does traffic. Both require 1 year experience and 2 years of education but BA degree in broadcasting or journalism preferred. Both require knowledge and skill in announcing, production, scriptwriting, FCC rules, FCC permit required. Send resume, 3 references, cover letter with position number and 5 minute audition tape to: Personnel Office, NMSU, Box 5273, Las Cruces, NM 88003. Annual salary is \$11,466 plus fringe benefits. Deadline January 30, 1987. NMSU, KRWG Radio is an equal opportunity employer. Women and minorities are encouraged to apply.

Jeffrey S. Prince  
400 N. Taylor  
Kirkwood, Missouri 63122

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September 3, 1987

General Manager  
KFUO-FM  
85 Founders Lane  
St. Louis, MO 63105

To whom it may concern:

I am writing in response to your advertisement that appeared in the August 30 issue of the St. Louis Post-Dispatch. As per your request I am enclosing my resume for your perusal.

I am interested in pursuing a career in media sales. I believe I have an understanding of the importance in matching station format with products, product usage and product users. I know my way around an agency and know a media salesman has to contact account people as well as media people...and of course the client.

As my resume indicates I have had some experience in media buying with D'Arcy Advertising. I purchased sports sponsorships on radio and television for the client, Anheuser-Busch, Inc. While I have no experience in radio sales, I do have an extensive sales background.

I believe I have some good qualities to offer KFUO-FM. I am mature, enthusiastic and willing to start at the bottom in order to achieve my objective.

I will appreciate any consideration you may give my credentials and I look forward to hearing from you.

Sincerely,

*J. Prince*  
Jeff Prince

12372 Turtle Creek Court  
St. Louis, MO 63141  
September 2, 1987

General Manager  
KFUC FM  
85 Founders Lane  
St. Louis, MO 63105

Dear Sir:

I am submitting my resume for the radio sales person advertised in the Post Dispatch on August 30.

My current position has afforded me the opportunity to polish my presentation skills as well as effectively negotiate with top management. Therefore, I am confident that I would prove to be an asset to your company.

I would like to schedule an interview to further discuss my potential with your company. Please contact me at the above address or at (314) 434-3335.

Sincerely,

*Whitney E. Hopper*  
Whitney E. Hopper

:JLH

Enclosure

000006 Gary L. Duff  
303 Garon-Ju Manor  
Collinsville, Illinois 62234

002873

Ref 10.28  
517

Dear Sir/Madam:

I Am writing in response to your ad in the Post of 10-25-87. My resume is enclosed and from that you can see that I have had success both educationally and in business. While I do not have experience AS A radio rep I do have experience in buying radio time while in Memphis with CMC electronics. As a District Manager for CMC I was intimately involved with our weekly advertising and I believe that gives me a unique advantage in selling air time. I hope to be given the opportunity to speak with you about this opening.

Sincerely,  
Gary Duff

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712 Forst Avenue  
Belleville, Illinois 62220  
October 27, 1987

General Manager  
KFUO FM  
85 Founder Lane  
St. Louis, Mo. 63105

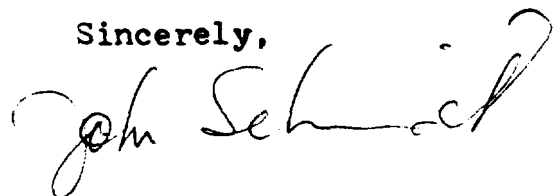
Dear Sir or Madam:

I am writing in response to your recent advertisement in the St. Louis Post Dispatch for a radio sales person.

I am quite excited by the job opening described in the paper and feel I possess many of the qualifications you seek. As a communications major, I focused my course of study specifically on radio. My work experiences include four semesters as a disc jockey, news producer, and sportscaster at WLKL. In addition, I was employed for one and a half years by the Mattoon Broadcasting Company as an announcer, sports engineer, and sales representative.

I have enclosed my resume for your consideration and would like to set up an appointment to meet with you about this challenging career opportunity.

Sincerely,



John L. Schmidt

# Classified Advertising

See last page of Classified Section for rates, closing dates, box numbers and other details

## RADIO

### HELP WANTED MANAGEMENT

**LSM for medium market Idaho regional combo.** Results oriented owner will reward a producer very well apply ASAP Box S-57

**M \$50,000 plus benefits and profit sharing for selling GM for big biller in upstate New York small market.** Three years management experience required for this powerhouse FM/AM combo. Carry list and motivate it. Cover letter and resume and three year billing story to Radio Search, c/o H. Patch, 32 South Knoll Drive, Dryden, NY 13503 EOE

**General manager:** Dynamic sales-oriented pro needed for AM/FM turnaround situation in southern Minnesota college market. An exciting opportunity with equipment for the right person. Box S-92

**Sales oriented general manager for top rated and top billing Arizona combo.** Market is exploding. Resume to Box S-86

### HELP WANTED SALES

**Successful small market AM/FM in Maryland** expanding sales team, immediate openings. Experience preferred. Salary plus commission, travel allowance and health benefits. 301-423-9497

**Great living area, great stations need experienced salesperson.** AM/FM combo. Part of Caravelle Broadcast Group, one of the fastest growing chains in South-east. Excellent growth opportunity. Send letter and resume to: Bob Snowdon, WDXZ/WKCN, P.O. Box 1001, Charleston, SC 29401. EOE

**Cedar Rapids, Iowa:** Need self starter who can make himself and us both big bucks by knowing the best fit of 20% commission rate. Send resumes to: KR Radio, 1957 Biars Ferry Road N.E., Cedar Rapids, IA 52402

**The best.** High power FM in sunbelt growth market seeking outstanding AE for staff addition. Top 10% salaries with minimum 3 years experience only need apply. Excellent compensation plan. No income ceiling. Send resume to Box S-60 EOE

**San Antonio's best country station** is looking for a CR. If you are interested in large market radio and the San Antonio area, call Ken Wentz at 512-734-7301.

**Sales manager, Iowa FM** looking for experienced street fighter. Must be strong on sales and people development. Opportunity for promotion and equity for self-oriented person. Resume to: Lifestyle Communications, 3817 S. 163 Circle, Omaha, NE 68130

**Account executive/sales manager:** If you excel in radio sales with or without ratings, if you could outperform a successful sales team, if you could get excited about being a sales manager for a powerful Christian radio station, if you would like to be rewarded for a performance of excellence, write immediately to Box S-51

**Make \$50,000 with number 1 list:** Top-rated, strategically positioned and heavily promoted AC Magic 105.5 is located in San Antonio, the heart of Texas' beautiful country. We are a customer-focused sales force and we offer the latest in sales training, which we view as an ongoing process. If you are a top achiever who can sell the customer is number one, call Glenn Schilling, GM, at 512-646-0105. American Media is an EOE

**Jobs pro needed!** Clear channel: 50,000 watt AM and 100 watt CHR powerhouse needs experienced salespeople. Salary plus generous commission paid to each person. Send resume to Ken Hensley, KZKXEL Sales Mgr., P.O. Box 1540, Waterloo, IA 50684

**Sales manager and salespeople for AM/FM Dartmouth College, Hanover, NH.** Fast-growing market and unique area. Unique opportunity with excellent terms. Plenty of incentives. Resume to: General Manager, CR WFRD, P.O. Box 957, Hanover, NH 03755.

**General sales manager:** AM/FM - Midwest. Must submit proven track record with references. Must be positive and be able to motivate sales staff plus carry excellent list and sell \$30,000 salary/commission. Benefits EOE. Submit resume references to: Box S-85

**Sell by the shore** in a 6 million dollar market. If you're highly motivated and imaginative with 1 year radio sales experience, send resume to G.S.M., Classic Rock 102, P.O. Box 97, Mystic, CT 06355 EOE

### HELP WANTED ANNOUNCERS

**WNJY in West Palm Beach** is looking for the country's best Music-Of-Your-Life morning communicator. Join a growing company, live and work in the Palm Beaches. C & R to: Program Director WNJY, West Palm Beach, FL 33404 EOE M/F

**Classical background?** Join fast growing classical format service run by renowned WFMT/Chicago. Beethoven Satellite Network, already heard in 23 states in first year of service, seeks knowledgeable announcer with warm, communicative sound. Commercial or public classical radio experience a must. Production experience desirable. World-class technical facility; extraordinary staff. Great career opportunity for talent seeking national network exposure. Fully competitive salary; generous benefits package. Send simple air-check or audition cassette tape to WFMT/BSN, 303 East Wacker Drive, Chicago, Illinois 60601, or call Torey Malatia at 1-800-USA-WFMT; in IL, 312-565-5000.

**Radio announcer.** Full-service public radio stations KUNI (100 kw FM) and KHKE (10 kw FM) need an announcer to host popular jazz-based music programs; gather and report news; gather audio inserts; and host special live broadcasts. A broad liberal-arts background and solid knowledge of the current music scene is necessary, along with the ability to project a bright, informed image in ad-lib situations. Position requires a bachelor's degree in broadcasting, communications, speech, or reasonably-related field, and 1-2 years professional experience as on-air host. Salary \$14,452 - \$16,101. Send letter of application, resume with references, and a recent audition tape to: Carl R. Jenkins, KUNI/KHKE (FM), University of Northern Iowa, Cedar Falls, IA 50614-0359. Deadline is May 4, 1987. UNI is an AA/EEO employer.

**Religious station, KFUD-AM**, owned by the Lutheran Church-Missouri Synod, seeks experienced announcer. Duties will include announcing, interviewing, and production. Candidates should have a minimum of two years broadcast experience. Please send tape, resume, and references to General Manager, KFUD Radio, 85 Founders Lane, St. Louis, MO 63105

**Announcer/news**, possible sports, etc. Steady reader, good speech, low voice. Central New York. Beginner considered. June opening. Box S-68

### HELP WANTED TECHNICAL

**Chief engineer:** Good-sized market in beautiful Northwest city. Good maintenance skills required with studios, directional AM stereo, class C FM EOE. Send resume to Box S-56

**Maintenance tech:** Los Angeles classical-format station seeks highly qualified individual to work with maintenance team, primarily in audio and satellite, for 4-station group in So. Cal. Minimum 3 years experience in broadcast audio maintenance, some travel. Resume and salary requirements to: Bill Kappelman, Dir. Eng./Ops, KUSC-FM, POB 77913, Los Angeles, CA 90007

**Chief engineer:** AM 5,000 watt day, 1,000 watt directional night. Class B FM. Studio repair, maintenance and downlink experience. General Class FCC license required. GM, WHCU, P.O. Box 69, Ithaca, NY 14851. 607-272-2345

### HELP WANTED NEWS

**News director** needed in July for top-rated station. Experienced journalist with sports knowledge, strong delivery, and quick wit. Send T & R, writing samples, and salary requirements to: GM, WTCR, Box 2186, Huntington, WV 25722 EOE

**If you are a "self-motivated digger"**, and feel your voice fits a mature adult format, then a Cape Cod news department is looking for you. We are seeking a new person to work afternoons, and be responsible for our public affairs programs. Salary dependent on experience. Excellent benefits. Call Keith Corey, WOGB/WJFK, between 8am and 4pm, 617-775-7400

**News director.** Established small market leader seeks immediate replacement for present director promoted to main market station in our company. Work hard, learn and you can do the same. Job: Bell 919-276-2911. EOE M/F

**News director/correspondent:** Full service AM known for news, and newly acquired FM seek highly motivated and dedicated professionals to serve as director or staff. Self-starter with communications skills necessary. Send resume and tape to Scott Masteller, WWPA, P.O. Box 2168, Williamsport, PA 17703. F/M EOE

### HELP WANTED PROGRAMMING PRODUCTION & OTHERS

**PD for black gospel station** in greater NYC. Contact: GM, WTHE, 260 E. Second St., Mineola, NY 11501, 516-742-1520

**Traffic-director-radio.** Growing broadcasting company is looking for a hard working, experienced traffic director to handle all phases of traffic from daily log and continuity to inputting of commercial orders. Computer experience a must. An excellent career opportunity for the right person. Send resume and salary history to Box S-80

### SITUATIONS WANTED MANAGEMENT

**Turnaround manager.** Vibrant, skilled, ready to build bottom line, major market experience, 20 years in business. Box S-47

**Management team.** Currently working in country/AC AM/FM. Looking for bottom line, team-oriented situation. Experienced in A/C, country, CHR, AOR. Proven track record with 30% ROI. Let us turn it around for you. Box S-51

**Talented manager** specializing in programming and promotion will direct your station to larger market share and increased cash flow. Community camaraderie, and consistency will meet the challenge and provide cash. Box S-62

**Major market pro** with solid GSM and national experience seeks GM position in medium-large market or GSM position large market. Excellent background, top references, career broadcaster. Box S-63

**Recent ownership change** has experienced GM seeking new opportunity. Proven track record with established and turnaround situations. Prefer Midwest but will consider all. Let's talk. Box S-32

**Radio station doctor** seeks general manager post. Seventeen years experience in broadcasting sales and management. Diagnostic ability, solution skills, knowledge, communication skills, selling and marketing skills, management ability and experience, excellent personality characteristics, financial, strategic analysis and planning skills all pointing to bottom line management. Can recruit, teach, train, motivate, inspire and generate immediate results. Can start-up, turn-around, work-out. Am in California will consider West, Southwest and South. Others too. "Helping you reach your goals you'll help me reach my goals". Let's talk. Write Box S-78

**Interim management.** Available short term emergencies; transitional management station transfer; bankruptcy; temporary service anywhere. Fifty years in radio. Someone you know, knows me. Charles E. Seebeck "always working". Staunton, VA. 24 hour phone 703-885-4850.

**CRMC, 7 years experience,** seeks first sales manager position. Desires people oriented team concept environment. Reply Box R-128.

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St. Louis  
American

January 25-31, 1990

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### **JOB OPENINGS**

#### **RECEPTIONIST/SECRETARY**

Immediate opening for Receptionist/Secretary for non-commercial religious radio station. Call 725-3030.

Equal Employment Opportunity Employer

#### **CUSTODIAL/OFFICE MAINTENANCE**

Immediate opening for Custodial/Office Maintenance worker for non-commercial religious radio station. Must have valid driver's license for pick-up and delivery tasks. Call 725-3030.

Equal Employment Opportunity Employer

**EXPERIENCED CASHIER/CLERK**

# the Classifieds

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## DIRECTOR OF VOLUNTEERS

B.A. Graduate      Chauffeur's License  
2 Years Experience      Flexible Hours  
Send resumes to:  
Annie Malone Children's Home  
2612 Annie Malone Drive  
St. Louis, MO 63113  
Equal Opportunity Agency  
EEO

## CABLE TV INSTALLER

Looking for a self motivated hardworking person that works well with people. Prior cable experience preferred but not required. Good driving record a must. Please obtain a motor vehicle report before applying. Drug screening and physical examination required. Please send resume to:

P.O. Box 559  
Arnold, Missouri 63010  
An Equal Opportunity Employer

## JOB OPENINGS RECEPTIONIST/SECRETARY

Immediate opening for Receptionist/Secretary for non-commercial religious radio station. Call 725-3030.  
Equal Employment Opportunity Employer

## CUSTODIAL/OFFICE MAINTENANCE

Immediate opening for Custodial/Office Maintenance worker for non-commercial religious radio station. Must have valid drivers license for pick-up and delivery tasks. Call 725-3030.  
Equal Employment Opportunity Employer

## LOCAL SALES MANAGER

T.V. Sales experience in Top 50 Market required. Good leadership and organizational skills. Ability to motivate and train. Research experience helpful. Some college preferred. Send resume with salary requirements to:

Marshall Galtiers  
V.P./ Station Manager  
KTVI Inc.  
595 Berthold Avenue  
St. Louis, MO 63110  
An Equal Opportunity Employer  
ABC Affiliated Station

## CODE ENFORCEMENT OFFICER

The City of Berkeley is accepting applications for a Code Enforcement Officer. Must have complete knowledge of construction, alterations, and all applicable building codes. Ability to read and interpret blueprints is required. Valid driver's license required. Prior experience in housing/building inspections highly desired. Starting salary \$20,779 annually. Applications may be obtained at the City Manager's Office, Berkeley City Hall, 6140 N. Hanley Rd, and must be returned no later than 5 p.m. 2/1/90

An Equal Opportunity Employer

## EXPERIENCED CLERK TYPIST

### Requirements:

- \*Experienced in Word Processing
- \*Type 45-50 WPM
- \*Good telephone skills
- \*Filing
- \*General Office Duties
- \*Over 21 Years of Age
- \*Chauffeur's License Required

Send resumes only to:  
Annie Malone Children's Home  
2612 Annie Malone Drive  
St. Louis, MO 63113  
Equal Opportunity Agency - EEO

## ORGANIST/MUSICIAN

Immediate position exists for an organist/musician who will be responsible for two choirs. Must possess knowledge of and able to perform a wide variety of gospel music. Salary Commensurate with experience.  
Send cover letter and resume to:

Church Of The Living God (C.W.F.F)  
1034 South Kingshighway  
St. Louis, MO 63110

For further information, please contact Overseer S.E. Shannon, pastor at 534-4033 or 534-9071.

## SECRETARIAL

Full-time position available in private out-patient Mental Health Agency. Duties include screening client telephone inquiries, verifying insurance coverage, scheduling appointments and completing standardized forms. Excellent telecommunication and typing skills necessary. Experience in mental health setting or physicians office desirable.

371-6500 Ext. 32  
EOE

## MAILROOM ASSISTANT/

## FOR SALE Typesetting Equipment

Varityper 3510 with 504 unit and SII Processor and 13 Type Discs. Has been under service contract.

Contact: Bruce Kinsey 533-8000

## FREE TRAINING



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# CLASSIFIED

## RECEPTIONIST/SECRETARY

Immediate opening for Receptionist/Secretary for non-commercial religious radio station. Call 725-3030. Equal Employment Opportunity Employer.

## DIRECTOR OF VOLUNTEERS

B.A. Graduate 2 years experience chauffers license flexible hours. Send resumes to:

**ANNIE MALONE CHILDREN'S HOME**  
2612 ANNIE MALONE DRIVE  
ST. LOUIS, MO. 63113

EQUAL OPPORTUNITY AGENCY - EEO

## EXECUTIVE DIRECTOR

**Christian Social Service Agency**

Challenging position confronting problems of poverty and racism. BA/BS church professionals preferred 5 years experience / social service or management / church or non profit sector. Send resume by February 19, 1990 to:

**PAKT**  
8301 Booker  
Kinloch, MO. 63140

## PROMOTION DIRECTOR

## HELP WANTED

**"ATTENTION: EARN MONEY TYPING AT HOME!** 32,000/yr. income potential. Details. (1) 602-838-8885 Ext. T-1776."

## FOR SALE

**Snow Plow for Sale \$400.00.** Call Mr. or Mrs. Shucks 367-6474 between 9 a.m. - 5 p.m. Mon. thur Fri.

## RECEPTIONIST SECRETARY

Roberts Broadcasting is seeking outgoing and congenial person who possess good phone etiquette. Duties include greeting the public, answering multi line phone, typing, and basic computer skills. Phone 367-4600 EXT. 44. Equal Opportunity Employer M/F.

## Help Wanted

## ACCOUNTING CLERK

The City of Richmond Heights, Missouri is accepting applications for an experienced Accounting Clerk to be responsible for accounts payable, bank reconciliations, monthly journal entries and other related data. Successful candidate will possess an extensive knowledge of and background in municipal accounting and procedures as well as an ability to quickly adapt to the use of computerized general ledger, payroll and accounts payable program. Actual computer experience preferred. Additionally the candidate must work well with others and must be experienced at self-initiating actions and working with minimal supervision. Starting salary will range from \$18,800 to \$20,700, depending upon qualifications and experience, with a very competitive benefits package. Application will be accepted at Richmond Heights City Hall, 1330 S. Big Bend Blvd.

## NEEDED: SCHOOL PRIN

Elementary K-5, Middle 6 Selected individuals will have the programs. Qualification: teacher at the grade level and experience as a leader in education. Deadline: application or letter be received by Feb. 2, 1990.

**SCHOOL UNIVER**  
8346 [University (

## Laboratory

## COLOR T

Follows written procedures, computer and equipment in Performs a wide variety of High School education plus math or equivalent. Must have preparation of clear, concise, fringe benefits. Interested applicants should to:

Patricia

Call

# CLASSIFIED

data processing

## NETWORK/TELECOMMUNICATIONS SPECIALIST

Data Research is a nationwide vendor of VAX based automated library systems. As a result of a growth rate in excess of 40% we currently have an immediate opening for the following position:

The Network/Telecommunications Specialist position is a challenging position that is responsible for the configuration, implementation, installation and support of telecommunication networks located at customer sites. This is a position that offers a chance to enhance your knowledge of a variety of communication hardware/software. Experience with DEC Communication equipment, Digital Communication Associates Communication equipment, Gandalf Communication equipment, Paradyne Communication equipment, and DECNET/X25 protocol is desired. This position requires an Associates Degree or equivalent experience, and knowledge of DEC VAX/VMS. Ability to travel and assume rotating on-call responsibilities. Please send a resume with salary requirement to:

**Data Research Asspc., Inc.**  
1276 N. Warren Rd.  
St. Louis, MO. 63132  
Attn: Jenni

No telephone calls please.  
Equal Opportunity Employer

Banking

## CUSTODIAL/OFFICE MAINTENANCE

Immediate opening for Custodial/Office Maintenance worker for non-commercial religious radio station. Must have valid drivers license for pick-up and delivery tasks. Call 725-3030. Equal Employment Opportunity Employer.

## ASSISTANT DIRECTOR OF ALUMNI PROGRAMS

Washington University is seeking applications from college graduates, who have at least 2 years experience in public relations, sales, or related field, to work with the Office of Alumni and Development Programs. This position requires working with alumni and parent activities in St. Louis and throughout the United States. Preference will be given to candidates who have graduated from Washington University. Deadline is February 15, 1990. Send resume to:

**Julie Ann Kohn**  
Director, Alumni Relations  
and Parent Programs  
Washington University  
Campus Box 1210  
One Brookings Drive  
St. Louis, MO. 63130

Affirmative Action/Equal Opportunity Employer  
Employment eligibility verification required upon hire

## TELEMARKETING

Part-time evening position available for telephone research. No selling involved. Candidates must have a good speaking voice. Ideal for college students interested in communications. Please send resume to:

**St. Louis Sentinel**  
2900 North Market St.  
Box 1001  
St. Louis, Mo. 63106  
Equal Opportunity Employer M/F

## CATV DESIGNER

Cencom Cable Associates is currently interviewing candidates for a CATV Designer position. Primary responsibilities shall be to establish a corporate level design department specializing in rebuilds, upgrades and fiber optic distribution. The position shall report to the Vice President of Engineering.

Qualified candidates will have advanced electronics knowledge, supervisory ability, an operations background, a minimum of ten years in CATV design and at least three years experience with CAD, including selection, set-up and operation.

Competitive salary and benefits package. Qualified candidates only submit resume, salary history and requirements to: (No phone calls please).

**Cencom Cable Associates, Inc.**  
14522 South Outer 40 Rd., Suite 300  
Chesterfield, MO. 63017



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ARNOLD & PORTER

PARK AVENUE TOWER  
65 EAST 55TH STREET  
NEW YORK, NEW YORK 10022-32  
212 750-5050

1200 NEW HAMPSHIRE AVENUE, N. W.  
WASHINGTON, D. C. 20036  
202 872-6700

CABLE: "ARFOPO"  
TELECOPIER: 202 872-6720  
TELEX: 69-2733

100 LINCOLN STREET  
DENVER, COLORADO 80203  
303 863-000

MARCO A. GRANBERG  
DIRECT LINE: 202 872-3736

April 4, 1989

Mr. Tom Lauher  
Station KFUP  
85 Founders Lane  
St. Louis, MO 63105

Dear Tom:

Enclosed as we discussed last week are copies of decisions concerning restrictions upon employment imposed by FCC licensees based upon religious affiliation.

The key ruling in this area is the FCC's May 3, 1972 letter to Trygve J. Anderson concerning employment practices by Kings Garden, Inc. The Commission there determined that for certain limited employment categories it is possible for broadcasters to restrict employment to those of a particular religious affiliation. This limited category consists of persons who are "hired to espouse a particular religious philosophy over the air".

In carving out this limited exemption to its non-discrimination requirements, the Commission clearly held that no discrimination in employment would be permitted with respect to "persons whose work is not connected with the espousal of the licensee's religious views". The Commission gave the employment category of salespeople as an example of an employee category with respect to which no religious restrictions could be applied.

The Commission's letter ruling was upheld by the United States Court of Appeals for the District of Columbia Circuit in 1974. A copy of the court's opinion is enclosed herewith.

In its decision, the court delineated the permissible scope of the religious affiliation exemption, holding that a religious affiliation requirement could be established only with respect to

ARNOLD &amp; PORTER

Mr. Tom Lauher  
April 4, 1989  
Page 2

employees "whose work is connected with the espousal of the licensee's religious views". This is a slightly different formulation of the rule than that earlier articulated by the Commission. Under the court's formulation, religious requirements may be imposed not only with respect to employees who themselves espouse religious views, but also with respect to those whose work is connected with the espousal of such views.

The court declined to issue a "laundry list" of employment categories with respect to which a religious affiliation requirement could be imposed, determining instead that the general policy should be particularized by the FCC on a case-by-case basis. Generally, though, the court held, that in delineating the appropriate employment categories, the Commission should "fix upon the nexus between the employment position in question and the religious content of the programs aired by the sectarian licensee". Specifically, said the court, "[w]here a job position has no substantial connection with program content, or where the connection is with a program having no religious dimension", discrimination will not be permitted.

We have found very few cases where the Commission has had occasion to determine the permissibility of employment requirements going to religious affiliation. The one decision which seems pertinent, decided in 1973, concerns the National Religious Broadcasters, Inc., and is enclosed herewith. There, the FCC was asked to elaborate further on employment categories with respect to which a religious affiliation requirement could be imposed. The Commission stated that "writers and research assistants hired for the preparation of programs espousing the licensee's religious views" constitute one such category. Similarly, those hired to answer religious questions on a call-in program would constitute another. The Commission concluded, however, that announcers, as a general category, would not be exempt from the nondiscrimination rules, because there is no reason why an announcer must be of a particular faith in order to introduce a program or insert news, commercial announcements, or station identifications during or adjacent to any program.

We have consulted with staff at the EEO Branch of the FCC's Mass Media Bureau on this question as well. The staff confirm that the general guidelines described

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ARNOLD & PORTER

Mr. Tom Lauher  
April 4, 1989  
Page 3

above, although articulated some time ago, are still in force, and would be the guidelines relied upon by the Commission if a discrimination complaint were filed against a sectarian licensee on religious affiliation grounds.

In sum, while a religious affiliation requirement may be permissible in certain circumstances, it is clear that the FCC and the courts are likely to restrict such limitations to very narrow situations where the employee is directly connected with the production of programming which espouses a religious viewpoint. Given the undeveloped nature of the FCC's requirements in this area and the fact that the FCC enforces its employment requirements fairly rigorously, if, during the process of revising employment guidelines for its broadcast stations, the Lutheran Church/Missouri Synod so desires, we shall be happy to confer with you further in an effort to develop guidelines acceptable to the FCC.

Please let me know if I can provide you any further information.

Sincerely yours,

Marcia Cranberg

Enclosures

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F.C.C. 72-387

BEFORE THE

## FEDERAL COMMUNICATIONS COMMISSION

WASHINGTON, D.C. 20554

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In Re Complaint by  
TRYGVE J. ANDERSON, CONCERNING EMPLOY-  
MENT PRACTICES BY KINGS GARDEN, INC.,  
RADIO STATION KGDN AND KBIQ-FM, ED-  
MONDS, WASH.

MAY 3, 1972.

GENTLEMEN: This is in reference to: (a) the letter of July 19, 1971, of Mr. Trygve J. Anderson alleging discriminatory hiring practices by stations KGDN (AM) and KBIQ-FM, Edmonds, Washington, both of which are licensed to you; and (b) your responses to that letter filed September 20 and October 12, 1971.

In his letter, Mr. Anderson states that in seeking employment at your stations, he was asked: "Are you a Christian?", "How do you know you are a Christian?", "Is your spouse a Christian?", and "Give a testimony." Mr. Anderson further states that, "Such questions obviously have no bearing on a person's ability to handle a job in broadcasting, and could only be used to discriminate against potential employees because of their religious beliefs." Mr. Anderson requests, therefore, that your stations be required to delete all requests for religious preferences and beliefs from their employment applications. Mr. Anderson sought a job with you as an announcer or newsman.

Mr. Anderson's letter raises a question as to compliance with Sections 73.125 and 73.301 of the Commission's Rules, which prohibit licensee employment policies that discriminate on the basis of race, color, religion, national origin or sex. In your response, you indicate that 73 percent of Station KGDN's programming is "inspirational," and that Station KBIQ-FM's format is primarily "good music," which serves as a vehicle for the hourly airing of "brief essays stimulating a desire for higher moral and spiritual values." You state that you are a Christian religious organization with a mission to "share Christ." Since Stations KGDN and KBIQ-FM are a part of your overall program, you assert that it is necessary to inquire of prospective employees whether they subscribe to your objectives. You deny, however, that your inquiries violate the Commission's rules.

In support of your position, you state that our nondiscrimination rules were based on the Civil Rights Act of 1964. That Act exempts from its provisions religious corporations "with respect to the employment of individuals of a particular religion to perform work connected with the carrying on by such corporation . . . of its religious activities. . . ." 42 U.S.C. 2000e-1. You also quote 42 U.S.C. 2000e-2(e),

34 F.C.C. 2d

which provides that it is not an unlawful employment practice to classify an individual "on the basis of his religion, sex, or national origin in those certain circumstances where religion, sex or national origin is a bona fide occupational qualification reasonably necessary to the normal operation of that particular business or enterprise." Finally, you cite the interpretive memorandum submitted to the Senate by Senators Clark and Case, floor managers for the bill, during the debate on the Civil Rights Act. That memorandum states with respect to the "occupational qualification" exception stated in 42 U.S.C. 2000e-2(e):

This exception is a limited right to discriminate on the basis of religion, sex or national origin where the reason for the discrimination is a bona fide occupational qualification. Examples of such legitimate discrimination would be the preference of a French restaurant for a French cook, the preference of a professional baseball team for male players, and the preference of a business which seeks the patronage of members of particular religious groups for a salesman of that religion. (110 Congressional Record 7213)

In essence, you argue that your employees "perform work connected with . . . [your] religious activities" and you are exempt under the provisions of 42 U.S.C. 2000e-1, and that religious qualifications are a "bona fide occupational qualification" within the meaning of 42 U.S.C. 2000e-2(e).

It should be noted, however, that in your role as a licensee of the Commission, you do not exist solely to espouse a particular religious philosophy. You are required to operate in the public interest, as defined by the Commission's rules and policies. You are also required to have a policy of making time available for the presentation of other, including non-Christian, religious views. *Young People's Association for the Propagation of the Gospel*, 6 FCC 175 (1938). Clearly, therefore, all work performed by employees of Stations KGDN and KBIQ-FM is not connected with the carrying on of their religious activities. Moreover, the Commission does not believe that religion is a qualification that is "reasonably necessary" to all aspects of the stations' normal operations. In keeping with the exemptions you cite from the Civil Rights Act of 1964, the Commission believes that those persons hired to espouse a particular religious philosophy over the air should be exempt from the nondiscrimination rules. But also in keeping with the very limited nature of the exemptions afforded by the 1964 Act, the Commission does not see any reason for a broad interpretation that would permit discrimination in the employment of persons whose work is not connected with the espousal of the licensee's religious views. As to sales personnel, it should be noted that the sale of commercial time to the business community at large does not come within the example given in the Senate interpretive memorandum, quoted above.

In sum, your hiring policy discriminates on the basis of religion as to all station personnel, and is not, therefore, in compliance with Sections 73.125 and 73.301 of the Commission's rules. To hold otherwise would strike the word "religion" from those rules as to any station licensed to a religious organization.

This is a case of first impression and no sanction will, therefore, be imposed. You are directed, however, to submit within 20 days a state-

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ment of your future hiring practices and policies with respect to the requirements of Sections 73.125 and 73.301, as interpreted by this letter.

Commissioner Bartley not participating; Commissioner Reid absent.

By Direction of the Commission.

BEN F. WAPLE, *Secretary*.

34 F.C.C. 2d

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